

CIVIL RIGHTS ON DECK



Volume 7, Issue 10

October 2012



Training For Mediators

**American Bar Association (ABA)
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Where? Hilton Boston Back Bay, Boston, MA

When? November 15-16, 2012

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Submitted by Ms. Nichole Milline

CIVIL RIGHTS DIRECTORATE

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CG's Senior Executives Continue to Support Civil Rights

In late September, CG's senior executive leaders demonstrated their commitment to civil rights by actively engaging in the 2012 Senior Executive Leadership Equal Opportunity Seminar (SELEOS). This marked the 6th seminar where senior leaders, including the former and current Commandants and Vices, received training on Equal Employment Opportunity/Equal Opportunity (EEO/EO), the CG complaint process, the benefits of early resolution, and the Defense Equal Opportunity Management Institute (DEOMI) Organizational Climate Survey (DEOCS).

In addition to EEO/EO topics, Captain Lori Mathieu presented an analysis of the critical connection between mission readiness and diversity. Concluding the seminar, Ms. Jo Linda Johnson, from the Equal Employment Opportunity Commission (EEOC), led a poignant discussion of EEO/EO policies, programs, and laws governing compliance. Participation by CG's senior leadership reinforces the importance, relevancy, and effect of laws and efforts to extend equal opportunity to all. **Pictured:** Commandant of the CG, Admiral Robert J. Papp. Submitted by LT Caleb James



Congresswoman Celebrates National Hispanic Heritage Month with CG



On September 20th, Vice Admiral John Currier (pictured left) welcomed a packed-house of CG shipmates to the 2012 National Hispanic Heritage Month celebration. The event's keynote speaker, Congresswoman Loretta Sanchez (pictured left) followed VADM Currier, speaking passionately about her experiences and what it means to be Hispanic. In addition to noting a shared use of the Spanish language, Congresswoman Sanchez moved the crowd with her narratives which highlighted other Hispanic commonalities, including cultural pride, dedicated work-ethic, and committed belief in the ability to overcome adversity. The celebration concluded with a lively and entertaining cultural performance by Flamenco dancer, Ms. Sara Jerez, and accomplished guitarist, Mr. Michael Perez. Picture submitted by PA2 Patrick Kelley

Panelists Champion Employment Equity for Veterans



VADM Manson K. Brown, Deputy Commandant for Mission Support, U.S. Coast Guard (far right) impressed the crowd and inspired three standing ovations during the Congressional Black Caucus Foundation's 2012 Annual Legislative Conference. Representatives Corrine Brown, Charles B. Rangel, and Sanford Bishop, Jr. (L to R) sponsored the session focused on employment for veterans. Gen. Lloyd Austin III, Vice Chief of Staff, U.S. Army & Lt. Gen. Willie Williams, Director, U.S. Marine Corps (continued L to R) also participated as panelists. Submitted by Ms. Francine Blyther

Welcome Back: From EO Advisor to EEO Specialist



CRD welcomes back Mr. Kevin Ainsworth, our newest Equal Employment Opportunity (EEO) Specialist in Alaska (Region 3, Zone 12). After retiring from CG, Mr. Ainsworth landed a civilian EEO position with the U.S. Army Corps of Engineers in Seattle, WA, where he oversaw the District's Affirmative Employment Program, and served as both District Complaints Manager and Reasonable Accommodation Program Manager.

Originally from Sycamore, IL, Mr. Ainsworth spent 28 of his active-duty years as a Health Services Technician. During this time, he earned his Emergency Medical Technician III Advance Cardiac Life Support and Basic Trauma Life Support certifications. Mr. Ainsworth also enjoyed 9 years as an Equal Opportunity Advisor, acquiring the skills and knowledge that enabled him to rejoin CRD as an EEO Specialist. Mr. Ainsworth lives in Juneau, AK with his wife, Toni, and four children, Alexis, Keith, Stephen, and Roxie. Submitted by Ms. Lisa Darter

Coast Guard Honors Recipients of the 2012 Blacks In Government Meritorious Service Award

Congratulations to LT Nicole Burgess of CG Recruiting Command and Ms. Joyce Faison of CG Community Services Command, CG's 2012 recipients of the Blacks In Government (BIG) Meritorious Service Award! To read more about their impressive contributions and accomplishments, see [ALCOAST 348-12](#). Submitted by Ms. Gwen White



Pictured to the left: LT Burgess, CG Honoree; Mr. Curtis B. Odom, Director of Civilian Personnel, Leadership and Diversity, CG; and Mr. James Love, Acting Director, Military Equal Opportunity, Civilian Equal Employment Opportunity and Defense Equal Opportunity Management Institute Liaison, Office of Diversity Management and Equal Opportunity.

Pictured to the right: Ms. Faison, CG Honoree, and CAPT Robert McKenna, Commanding Officer, CG Community Services Command.



In the Field: CRD Staff Outreach and Networks



Pictured left (L to R): Mr. Bill Cashman and Mr. David Mendelsohn, FEMA, network after mediating an employment conflict between employees at the National Oceanic and Atmospheric Administration. Submitted by Mr. Bill Cashman

Pictured right (L to R): Mr. Reginald Diggins, Region 2 Deputy Director, & Mr. Samuel Cruz, Deputy Director of Civilian EEO Education at DEOMI, organized and executed EEO Counselor's Refresher Training for Region 2 employees at the Defense Equal Opportunity Management Institute (DEOMI). Submitted by Ms. Faynetta O. Jennings.



Disclosure Violates Rehabilitation Act



A former federal employee resigned from his position and, at that time, informed his supervisor that his resignation was in part due to his medical conditions. While seeking and applying for new jobs, the former employee hired a company to verify a reference from his former agency. That company reported that the employee's former supervisor disclosed the disability as part of the reason why the employee had left the position. Consequently, the employee filed an Equal Employment Opportunity (EEO) complaint against the agency for disability discrimination in violation of the Rehabilitation Act.

The Equal Employment Opportunity Commission (EEOC) ruled that the agency violated the Rehabilitation Act when the former supervisor disclosed the medical condition of the employee. Furthermore, the EEOC stated that the agency must maintain confidentiality for all information obtained, regardless of whether it is voluntarily disclosed by an employee or applicant. Thus, improper disclosure of medical information is, in and of itself, a violation of the Rehabilitation Act. The case is *Humphries v. Department of Agriculture*, EEOC Appeal No. 0120083870. Submitted by Ms. Erika Selmon



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